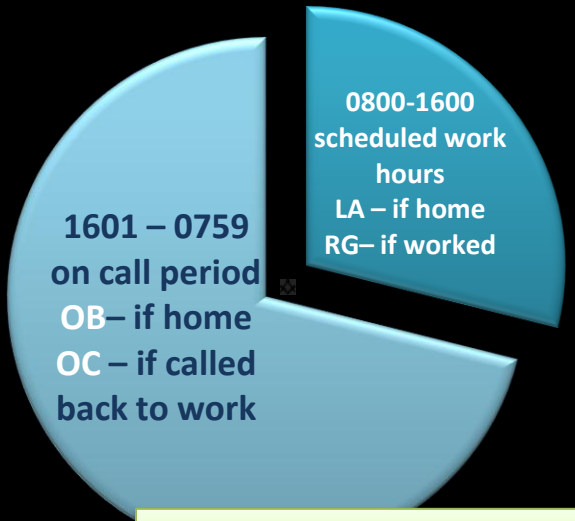
On a regular workday



Standard Premium Pay Rates	DCPS Default Setting
Tour Differential	10%
Saturday/Sunday Premium	25%
On-Call	10% of overtime rate
Holiday	100%
Overtime	150%
Holiday Overtime	200%

Overtime is 150% of the supplemental alternate rate

T&A Codes:

- ✓**OS – Overtime Scheduled**
- ✓ **OT – T38 Overtime**
- ✓**OU – Overtime Unscheduled**
- ✓**OW – Overtime worked on a Saturday**
- ✓**OD – Overtime worked on a Sunday**
- ✓**OH – Overtime worked on a Holiday**

http://www.dtic.mil/whs/directives/corres/pdf/1400.25-V540.pdf

On-Call premium is 10% of the Title 38 overtime rate.

T&A Codes:

On-Call (OB), Overtime Callback (OC)

OB – available to work

OC – entitlement paid if called in

If called in, change T&A code from OB to OC

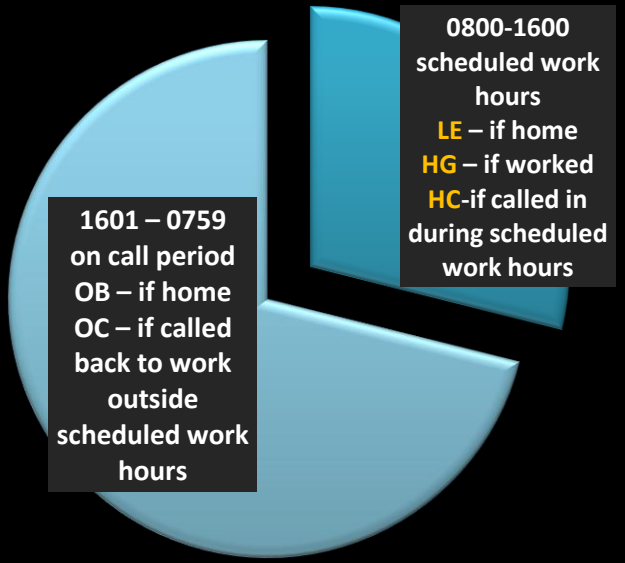
Holiday On-Call (LE), Holiday Callback (HC), Holiday Graded (HG)

LE – available to work

HG – if worked on holiday

HC – if called in to work within scheduled work hours change T&A code from LE to HC

On a federal holiday



Title 38 ON CALL CODES

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8				8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

WK#	DAY#	TYPE HOUR	HOURS		JOB ORDER NUMBER	E/H OTH	LST HR	TMP SFT	NIGHT DIFF		INJURY NUM	START TIME	INIT
1	7	OB	22	00	10% of overtime rate								
1	7	OC	2	00	150% of supplemental rate								

The supplemental alternate pay rate is the annual salary divided by 2080

Annual salary / 2080 = Alternate rate

Example: $65,669 / 2080 = $31.57

carrying on-call phone on **Saturday**, called in to work for two hours

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8				8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

WK#	DAY#	TYPE HOUR	HOURS		JOB ORDER NUMBER	E/H OTH	LST HR	TMP SFT	NIGHT DIFF		INJURY NUM	START TIME	INIT
2	1	OB	22	00	10% of overtime rate								
2	1	OC	2	00	150% of supplemental rate								

carrying on-call phone on **Sunday**, called in to work for two hours

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

LH

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8				8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

WK#	DAY#	TYPE HOUR	HOURS		JOB ORDER NUMBER	E/H OTH	LST HR	TMP SFT	NIGHT DIFF		INJURY NUM	START TIME	INIT
2	2	LE	6	00	10% of overtime rate								
2	2	HC	2	00	100% of supplemental rate								

carrying on-call phone during duty hours of **Federal Holiday** that occurs on a **Monday**, and is called in to work two hours during the duty hours.

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK: 0730 - 1630

LH

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8				8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

WK#	DAY#	TYPE HOUR	HOURS		JOB ORDER NUMBER	E/H OTH	LST HR	TMP SFT	NIGHT DIFF		INJURY NUM	START TIME	INIT
2	2	LE	8	00	10% of overtime rate								
2	2	OC	2	00	150% of supplemental rate								

carrying on-call phone during duty hours of **Federal Holiday** that occurs on a **Monday**, and is called in to work two hours during off duty hours.

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8	LH			8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

Federal law (5 U.S.C. 6103) establishes the following public holidays for Federal employees. Please note that most Federal employees work on Monday through Friday schedule. For these employees, when a holiday falls on a nonworkday –Saturdays or Sunday – the holiday usually is observed on Monday (if holiday falls on Sunday) or Friday (if holiday falls on Saturday)

WK#	DAY#	TYPE HOUR				OTH	HR	SFT	DIFF		INJURY NUM	START TIME	INIT
1	6	LH	8	00	Hourly rate								
1	7	OB	22	00	10% of overtime rate								
1	7	OC	2	00	150% of supplemental rate								

carrying on-call phone during **Federal Holiday** that occurs on a **Saturday**, and is called in to work for two hours.

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8			LH	8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

Federal law (5 U.S.C. 6103) establishes the following public holidays for Federal employees. Please note that most Federal employees work on Monday through Friday schedule. For these employees, when a holiday falls on a nonworkday –Saturdays or Sunday – the holiday usually is observed on Monday (if holiday falls on Sunday) or Friday (if holiday falls on Saturday)

WK#	DAY#	TYPE HOUR				OTH	HR	SFT	DIFF		INJURY NUM	START TIME	INIT
2	1	OB	22	00	10% of overtime rate								
2	1	OC	2	00	150% of supplemental rate								
2	2	LH	8	00	hourly rate								

carrying on-call phone during **Federal Holiday** that occurs on a **Sunday**, and is called in to work for two hours.

EMPLOYEE SSN	Activity	Organization	Tag #	EMPLOYEE NAME (LAST, FIRST, MI)	PAY PERIOD ENDING

HOURS OF WORK 0730 - 1630

////	AWS	WK 1	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT	WK 2	1 SUN	2 MON	3 TUE	4 WED	5 THU	6 FRI	7 SAT
TOUR				8	8	8	8	8				8	8	8	8	8	
TYP/SFT																	
GRADED ND																	

WK#	DAY#	TYPE HOUR	HOURS		JOB ORDER NUMBER	E/H OTH	LST HR	TMP SFT	NIGHT DIFF		INJURY NUM	START TIME	INIT
2	1	OB	23	00	10% of overtime rate								
2	1	OC	1	00	150% of supplemental rate								
2	2	OB	15	00	10% of overtime rate								
2	2	OC	1	00	150% of supplemental rate								
2	2	RG	8	00	Hourly rate								

carrying on-call phone during **Sunday**, and gets called back for two hours.
The two hours is 2300 on **Sunday** to 0100 on **Monday**.

In this scenario the employee will be paid 4 hours of overtime or credited 4 hours of compensatory time